

<b>Notice of References Cited</b>	Application/Control No. 10/042,416	Applicant(s)/Patent Under Reexamination CALDERARO ET AL.	
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**U.S. PATENT DOCUMENTS**

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**NON-PATENT DOCUMENTS**

*		Include as applicable: Author, Title Date, Publisher, Edition or Volume, Pertinent Pages)
	U	ANPAS System (11 pages) from www.webarchive.org, April 2001.
	V	"Job Performance would decide raise", by Blackwell, Richmond Times-Dispatch, May 7, 1997.
	W	"Self appraisal in performance evaluation: development versus evaluation" by Campbell et al, The Academy of Management Review, April 1988
	X	"Corporate Downsizing: The Effect of Implementation strategies on Firm Performance" by Robert Nixon, Doctor of Philosophy thesis at Texas A&M University, December 1995.

\*A copy of this reference is not being furnished with this Office action. (See MPEP § 707.05(a).)  
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*		Include as applicable: Author, Title Date, Publisher, Edition or Volume, Pertinent Pages)
	U	"An Evaluation of Organizational Due Process in the Resolution of Employee/Employer Conflict", by Aram et al, The Academy of Management Review, April 1981.
	V	"Total Quality Management and performance appraisal: an experimental study of process versus results and group versus individual approaches" by Lam et al, Journal of Organizational Behavior, 1999.
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	X	

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